



Affirmative Action
Report

1982-83

PREFACE

As I stated in my introductory remarks at the first meeting of the Affirmative Action Advisory Committee on January 7, 1982, if "revolution" means "a turning around" then there is great potential for a positive revolution in George Brown College vis-a-vis affirmative action.

There is much to do in the College. Fortunately, there are many capable people in our college community who are willing to assist in this challenging undertaking.

This report includes a general summary of the initial activities and concerns of the committee, followed by a detailed listing of the strategies designed to achieve specific objectives for affirmative action in the College.

The last sections of the report include distribution tables for female and male faculty, support staff, administrative staff and students. Careful analysis of this data will help to identify areas for particular consideration.

The committee sees one of its prime responsibilities to be the educative process. Only from an informed position can intelligent action be taken.

June Kingshott, B.A., M.Ed.

Executive Co-ordinator
Affirmative Action Advisory Committee

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SECTION I

ANNUAL REPORT ON
AFFIRMATIVE ACTION
1981 - 1982

ANNUAL REPORT ON AFFIRMATIVE ACTION, 1981-1982

Following the resignation of the Women's Advisor from the College in the spring of 1981, no real new efforts were made towards affirmative action until the fall. In December the president appointed an executive co-ordinator for a newly formed Affirmative Action Advisory Committee. The 19 members of the committee represent students, support staff, faculty and administrative staff. Three of the members are men (a vice-president, a dean of technology and a student representative).

The committee reports directly to the president through the executive co-ordinator and will be responsible for the formulation of recommendations to further affirmative action within the College.

The committee held its first meeting on January 7, 1982. Three campus-based subcommittees were formed to discuss issues and objectives and to serve as focus points for affirmative action activities at the campus level.

The committee agreed upon six specific objectives for the 1982-83 multi-year plan at its meeting on February 4. The campus subcommittees then met to establish strategies, responsibility and measurement criteria for these objectives.

A meeting on March 5 was used to get final agreement on the objectives and strategies for 1982-83.

News of the formation of the committee and its membership was publicized in an internal information sheet from the president's office, in a monthly staff development newsletter, and on bulletin board notices.

Publicity and promotion are two of the issues that concern the committee. Other issues are the following:

- child care
- non-traditional courses for both women and men
- liaison with other institutions and community groups
- sexual harassment
- career planning
- career development
- courses pertaining to women
- awareness of the value of every job
- high technology in the workplace
- job sharing

Issue-oriented task forces will be formed to develop policies and procedures to deal with these issues and others that may arise.

Unfortunately, the very popular women's group at the St. James campus, Women Involved in Today (WIT), was unable to continue its presentation of group activities because the College was unable to continue its financial support of the group. However, it is hoped that the talents, interests and energies of the women at St. James can be channeled into and served by the campus subcommittee of the Affirmative Action Advisory Committee.

The executive co-ordinator of the committee spent much time on identifying community and government resources, on developing a network of contacts both in and out of the College, and on researching issues.

For 1982-83, the Affirmative Action Advisory Committee of the College has established six specific objectives. They are as follows:

OBJECTIVE 1: To raise and diversify the occupational distribution of women employed in the Colleges of Applied Arts and Technology.

Results - Oriented Specific Objectives:

- No. 1 To provide physical, financial, human and other resources in support of the Affirmative Action Advisory Committee.
- No. 2 To establish an awareness program of affirmative action activities in the College.
- No. 3 To provide equal opportunities for women and men to be employed and promoted by the College.

OBJECTIVE 2: To diversify female student enrolment.

Results - Oriented Specific Objective:

- No. 1 To increase enrolment of female and male students in non-traditional programs.

OBJECTIVE 3: To ensure that programs reflect the female experience and meet the changing/expanding roles of women.

Results - Oriented Specific Objectives:

- No. 1 To identify sex bias and/or sex-role stereotyping in teaching materials and to discontinue use of those materials where possible.
- No. 2 To increase the number of courses that reflect awareness of contributions and roles of women.

SECTION II

AFFIRMATIVE ACTION
OBJECTIVES FOR
1982 - 1983

AFFIRMATIVE ACTION ANNUAL REPORT

OBJECTIVE #1: To raise and diversify the occupational distribution of women employed in the Colleges of Applied Arts and Technology.

Specific Objective #1: To provide physical, financial, human and other resources in support of the Affirmative Action Advisory Committee.

Strategy/Activity (What)	Responsibility (Who)	Measurement Criteria (How)
1.1.1 President's Office to provide leadership in support of affirmative action/equal opportunity through statements in internal publications and at meetings.	- President - Vice-Presidents	Five items included in internal publications by January 15, 1983; recording of comments arising from meetings.
1.1.2 To provide financial support to Affirmative Action Advisory Committee to allow for college-wide and campus-based activities.	- President	Budget allotment of \$7,400 to A.A.A.C. for 1982-83.
1.1.3 To provide seminars for management to reinforce the College's commitment to affirmative action.	- Vice-President Academic - Staff Development Officers	Two seminars provided by October 15, 1982.
1.1.4 To adopt an official College policy to deal with sexual harassment.	- President - Director of Personnel	Policy adopted and circulated by January 15, 1983.
1.1.5 To have the right to include on each selection committee one person who solely represents the A.A.A.C.	- Director of Personnel	Policy made known and in place by May 1, 1982.
1.1.6 To have A.A.A.C. make a presentation on affirmative action to the Board of Governors.	- President	Presentation made prior to March 31, 1983.

AFFIRMATIVE ACTION ANNUAL REPORT

OBJECTIVE #1: To raise and diversify the occupational distribution of women employed in the Colleges of Applied Arts and Technology.

Specific Objective #2: To establish an awareness program of affirmative action activities in the College.

Strategy/Activity (What)	Responsibility (Who)	Measurement Criteria (How)
1.2.1 To publicize College affirmative action initiatives/policies through notices, meetings, articles in College publications, and notices on audio-visual systems.	- A.A.A.C. and Executive Co-ordinator	Ten publications circulated before March 31, 1983.
1.2.2 To ensure that all position bulletins state "This position is open to both men and women".	- Director of Personnel	All position bulletins and notices to make this statement.
1.2.3 To provide campus seminars for staff and students.	- Staff Development Officers	Each major campus to have at least 3 seminars by March 31, 1983.
1.2.4 To establish an affirmative action resource bank in each library/resource centre.	- Director of Library and Audio-Visual Services	Resource banks established by March 31, 1983.
1.2.5 To encourage staff to develop potential for positions in under-represented areas.	- Staff Development Officers	College policy on tuition assistance publicized in September 1982 and January 1983 issues of "Resources for Staff".
1.2.6 To develop networks with community groups and other groups involved in affirmative action activities.	- A.A.A.C. and Executive Co-ordinator	Liason established with: - Status of Women Councils - Women's Bureau - Women in Trade (WIT) - Canadian Congress for Learning Opportunities for Women (CCLOW) (Cont'd.)

AFFIRMATIVE ACTION ANNUAL REPORT

OBJECTIVE #1: To raise and diversify the occupational distribution of women employed in the Colleges of Applied Arts and Technology.

Specific Objective #2: To establish an awareness program of affirmative action activities in the College.

Strategy/Activity (What)	Responsibility (Who)	Measurement Criteria (How)
1.2.6 (Cont'd.)		<ul style="list-style-type: none">- Canadian Research Institute for Advancement of Women (CRIA-W)- National Action Committee on the Status of Women (NAC)- Affirmative Action offices of C.E.I.C., Ministry of Colleges and Universities, Metro C.A.A.I.'s, Ryerson, Toronto Board of Education- Equal Opportunities Co-ordinator and Women's Caucus of O.P.S.E.U.- Women's Employment Division of C.E.I.C.- Native women's groups- Immigrant Women's Job Placement Centre- Immigrant Women's Centres (e.g. St. Christopher House)- Joint Apprenticeship Council- Council of Millwrights- Women in Science and Engineering (WISE)- National Association of Women in Construction- etc.

AFFIRMATIVE ACTION ANNUAL REPORT

OBJECTIVE #1: To raise and diversify the occupational distribution of women employed in the Colleges of Applied Arts and Technology.

Specific Objective #3: To provide equal opportunities for women and men to be employed and promoted by the college.

Strategy/Activity (What)	Responsibility (Who)	Measurement Criteria (How)
1.3.1 To develop a package of information on alternative child care arrangements that would include a registry of child care facilities.	- Director of Personnel - A.A.A.C. and Executive Co-ordinator	Package available by September 1, 1982, in health centres, counselling offices, personnel office.

AFFIRMATIVE ACTION ANNUAL REPORT

OBJECTIVE #2: To diversify female student enrolment.

Specific Objective #1: To increase enrolment of female and male students in non-traditional programs.

Strategy/Activity (What)	Responsibility (Who)	Measurement Criteria (How)
2.1.1 To continue to liaise with schools (elementary, secondary, private, adult), employers and community groups to emphasize that all programs are open to women and men.	<ul style="list-style-type: none"> - Deans - Director of Student Services - School Liaison Officer 	Past practice continued and reported to A.A.A.C. by January 15, 1983.
2.1.2 To continue to provide and conduct campus tours for potential students and their families, teachers, counsellors, and members of the community to stress the acceptance of women and men in all programs at the College.	<ul style="list-style-type: none"> - Director of Student Services - Counsellors - Chairpersons 	Past practice continued and reported to A.A.A.C. by January 15, 1983.
2.1.3 To publicize these tours in internal publications and College calendar.	<ul style="list-style-type: none"> - President - Chairperson, Continuing Education 	Item in "CB Comments" by May 1, 1982; information in 1984-85 calendar.
2.1.4 To increase the number of public women's washrooms in skill trade areas and on second, third and fifth floors of "C" Building, Casa Loma Campus.	<ul style="list-style-type: none"> - Director of Physical Plant - Campus Manager - Director of Campuses 	Number of washrooms increased by September 1, 1982.
2.1.5 To include references to both female and male students in written and pictorial form in all College brochures and calendars.	<ul style="list-style-type: none"> - Chairperson, Continuing Education 	Necessary changes made in fall 1982 for 1983-84 literature.
2.1.6 To attend orientation/introduction section of INTO tours of the College to meet prospective female students for non-traditional programs and to establish an initial liaison/awareness/contact.	<ul style="list-style-type: none"> - A.A.A.C. and Executive Co-ordinator 	INTO tours attended and reported to A.A.A.C.

AFFIRMATIVE ACTION ANNUAL REPORT

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OBJECTIVE #2: To diversify female student enrolment.

Specific Objective #1: To increase enrolment of female and male students in non-traditional programs.

Strategy/Activity (What)	Responsibility (Who)	Measurement Criteria (How)
2.1.7 To develop and maintain a file of reasons for student withdrawal from non-traditional programs.	<ul style="list-style-type: none"> - Registrar - Chairpersons 	File maintained, reviewed by A.A.C., and circulated to deans, Registrar and Director of Student Services
2.1.8 To develop and maintain a network and support groups for/among students to aid in the reduction of the drop-out rate and to increase enrolment in non-traditional programs.	<ul style="list-style-type: none"> - Director of Student Services - Registrar - Counsellors - S.A.C. - A.A.C. and Executive Co-ordinator 	Network and support groups established and maintained.
2.1.9 To provide role-models of women in trades and technology for visits to elementary, secondary, private and adult schools.	<ul style="list-style-type: none"> - Deans - Chairpersons - School Liaison Officer - Alumni Federation - Co-ordinator, Counselling and Placement 	List of people made available by May 15, 1982.
2.1.10 To develop and distribute career-oriented guidelines for the presentation, encouragement and discussion of non-traditional occupations to prospective students.	<ul style="list-style-type: none"> - School Liaison Officer - A.A.C. and Executive Co-ordinator 	Guidelines prepared by June 1, 1982 and distributed to all College personnel who deal with prospective students and their families, teachers, and counsellors by June 15, 1982.

AFFIRMATIVE ACTION ANNUAL REPORT

OBJECTIVE #2: To diversify female student enrolment.

Specific Objective #1: To increase enrolment of female and male students in non-traditional programs.

Strategy/Activity (What)	Responsibility (Who)	Measurement Criteria (How)
2.1.11 To provide a seminar for placement officers and field-placement personnel to familiarize them with the Human Rights Codes, especially as they relate to discrimination, sexual harassment, and other forms of unfair hiring and working practices.	- Staff Development Officers	Seminar held by October 31, 1982.
2.1.12 To mount a special display in the libraries/resource centres on women's issues and affirmative action.	- Director of Library and Audio-Visual Services	Displays mounted from September 1 to 30, 1982.
2.1.13 To assign students in non-traditional areas to a class with at least one other student of the same sex, when possible.	- Deans - Chairpersons	Policy in place by September 1, 1982.
2.1.14 To include information about affirmative action, sexual discrimination and harassment, and rape crisis centres in the student and staff handbooks.	- Director of Student Services - S.A.C. - Staff Development Officers	Information included in handbooks for September 1, 1982.
2.1.15 To develop in conjunction with strategy 2.1.10 a system of mentors for women in non-traditional/trade/technical programs.	- Deans - Chairpersons - A.A.A.C. and Executive Co-ordinator	Pilot system established fall of 1982.
2.1.16 To maintain active liaison between S.A.C. and A.A.A.C.	- Director of Student Services - S.A.C. - A.A.A.C. and Executive Co-ordinator	Past practice continued.

AFFIRMATIVE ACTION ANNUAL REPORT

OBJECTIVE #2: To diversify female student enrolment.

Specific Objective #1: To increase enrolment of female and male students in non-traditional programs.

Strategy/Activity (What)	Responsibility (Who)	Measurement Criteria (How)
2.1.17 To publicize the availability of athletic activities for women (with special emphasis on fitness) at times convenient to women's schedules.	<ul style="list-style-type: none">- Director of Student Services- Manager, Student Athletics and Recreation	Athletic activities publicized in orientation programs and in staff and student handbooks.

AFFIRMATIVE ACTION ANNUAL REPORT

OBJECTIVE #3: To ensure that programs reflect the female experience and meet the changing/expanding roles of women.

Specific Objective #1: To identify sex bias and/or sex-role stereotyping in teaching materials and to discontinue use of those materials where possible.

Strategy/Activity (What)	Responsibility (Who)	Measurement Criteria (How)
3.1.1 To develop and distribute to all divisions guidelines for identifying sex bias and/or sex-role stereotyping in teaching materials.	- A.A.A.C. and Executive Co-ordinator	Guidelines developed by June 15, 1982, and distributed to all deans by September 1, 1982.
3.1.2 To identify sex bias and/or sex-role stereotyping in all teaching materials of one program and to develop replacement materials	- President - Dean of designated program - A.A.A.C. and Executive Co-ordinator	1) Sex-bias and/or sex-role stereotyping eliminated from materials for the designated program. 2) Replacement materials developed. 3) Newly developed materials evaluated.

AFFIRMATIVE ACTION ANNUAL REPORT

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OBJECTIVE #3: To ensure that programs reflect the female experience and meet the changing/expanding roles of women.

Specific Objective #2: To increase the number of courses that reflect awareness of contributions and roles of women.

Strategy/Activity (What)	Responsibility (Who)	Measurement Criteria (How)
3.2.1 To establish one additional elective course on women's issues.	- Vice-President Academic - Deans	One additional course established for September 1983.

SECTION III

STAFF DISTRIBUTION TABLES

GEORGE BROWN COLLEGE
FULL TIME FACULTY

JAN. 31/81

JAN. 31/82

JAN. 31/81 TO JAN. 31/82

CHANGES WITHIN DIVISION

DIVISION	MALES				FEMALES			
	MALE	FEMALE	%	FEMALE	CHANGE IN %	CHANGE IN NUMBER	CHANGE IN %	CHANGE IN NUMBER
ARCHITECTURAL TECH.	77	3	0%	76	1	1%	- 1.3%	1
BUSINESS & COMMERCE	26	40	58%	24	33	61%	- 5.9%	- 2
COMMUNITY SERVICES	9	15	59%	9	14	60%	NIL	1
ELECTRO-MECHANICAL	92	1	1%	84	1	1%	2.3%	NIL
ENGLISH & LIT. STUD.	57	82	58%	55	60	54%	- 1.5%	- 16
FASHION TECH.	22	15	40%	22	14	39%	NIL	- 1
GRAPHIC ARTS	29	3	9%	31	0	0%	6.8%	NIL
HEALTH SCIENCES	13	80	86%	13	80	86%	NIL	NIL
HOSPITALITY	27	3	10%	32	4	11%	16.6%	1
INDUSTRIAL TRAINING	9	1	10%	7	1	12%	- 20.0%	NIL
MATHS. & SCIENCES	52	12	18%	50	13	20%	- 3.1%	1
OTHER	----	----	----	----	----	----	----	----
HANDICAPPED SERVICES	1	4	80%	1	6	85%	NIL	2
COUNSELLING	6	3	33%	6	1	14%	NIL	- 2
LIBRARY	1	3	75%	1	3	75%	NIL	NIL
SPECIAL ASSIGNMENT	4	5	55%	4	6	60%	NIL	1
TOTALS	417	262	38%	415	248	38%	- 0.3%	- 14

SOURCE: EMPLOYEE INFORMATION SYSTEM

NOTES: 1) 'SPECIAL ASSIGNMENT' INCLUDES FACULTY MEMBERS WHO HAVE BEEN ASSIGNED TO DUTIES IN:

- 1) STAFF DEVELOPMENT/COMMUNICATIONS/STUDENT SERVICES/OFFICES OF THE REGISTRAR/PRINCIPAL OF NIGHTINGALE & PRESIDENT
- 2) FACULTY ON SABBATICAL, LONG TERM DISABILITY AND MATERNITY LEAVE ARE INCLUDED IN THEIR REGULAR DIVISIONS

GEORGE BROWN COLLEGE
CLASSIFICATION OF FULL-TIME FACULTY

Classification	1980		1981		Percentage Composition of Females within Classification	
	Male	Female	Male	Female		
Librarian 1	1	3	1	3	75%	75%
Counsellor Max. Step 12	-	-	0	1	-	100%
Counsellor Max. Step 14	0	1	-	-	100%	-
Counsellor Max. Step 15	1	2	1	1	67%	50%
Counsellor Max. Step 16	6	2	5	0	25%	0%
Master Max. Step 12	42	21	33	19	33%	37%
Master Max. Step 13	20	23	15	22	53%	59%
Master Max. Step 14	139	10	149	9	7%	6%
Master Max. Step 15	108	75	110	67	41%	38%
Master Max. Step 16	104	131	100	130	56%	57%
Instructor	5	1	1	2	17%	67%

Source: O.C.I.S. Staff System, Flextab Report Sets 1096, 1097, February 9, 1982.

GEORGE BROWN COLLEGE
CO-ORDINATORS BY DIVISION

Division	1981		Percentage Composition of Females Within Divisions
	Male	Female	
Architectural Technology	14	0	0%
Business and Commerce	3	5	63%
Electro-Mechanical	15	0	0%
English and Liberal Studies	4	3	43%
Fashion Technology	6	3	33%
Graphic Arts	8	0	0%
Health Sciences and Community Services	6	12	67%
Hospitality	4	1	20%
Industrial Training and Continuing Education	2	0	0%
Mathematics and Science	6	1	14%
Student Services	1	0	0%

Source: Personnel Office.

GEORGE BROWN COLLEGE
SUPPORT STAFF BY JOB CLASSIFICATION

01

JAN. 31/81

JAN. 31/82

JAN. 31/81 TO JAN. 31/82

CHANGES WITHIN CLASSIFICATION

CLASSIFICATION	MALE			FEMALE			CHANGES WITHIN CLASSIFICATION			FEMALES		
	MALE	FEMALE	% FEMALE	MALE	FEMALE	% FEMALE	CHANGE IN %	CHANGE IN NUMBER	CHANGE IN %	CHANGE IN NUMBER	CHANGE IN %	CHANGE IN NUMBER
CLERK 2, GENERAL	0	4	100%	0	4	100%	NIL	NIL	NIL	NIL	NIL	NIL
CLERK 3, GENERAL	6	52	89%	5	55	91%	- 1.7%	- 1	- 5.2%	- 1	- 5.2%	- 3
CLERK 4, GENERAL	3	33	91%	2	30	93%	- 2.8%	- 1	- 8.3%	- 1	- 8.3%	- 3
CLERK 5, GENERAL	0	2	100%	0	2	100%	NIL	NIL	NIL	NIL	NIL	NIL
TYPIST-STENO 2	0	4	100%	0	6	100%	NIL	NIL	50.0%	2	50.0%	2
TYPIST-STENO 3	1	12	92%	0	11	100%	- 7.6%	- 1	- 7.7%	- 1	- 7.7%	- 1
SECRETARY 1	0	20	100%	0	25	100%	NIL	NIL	- 3.9%	- 1	- 3.9%	- 1
SECRETARY 2	0	9	100%	0	6	100%	NIL	NIL	- 33.3%	- 3	- 33.3%	- 3
SECRETARY 3	0	12	100%	0	11	100%	NIL	NIL	- 8.4%	- 1	- 8.4%	- 1
OPERATOR 2, KEY PUNCH	0	2	100%	0	2	100%	NIL	NIL	NIL	NIL	NIL	NIL
OPERATOR 1, SWITCHBOARD	0	1	100%	0	1	100%	NIL	NIL	NIL	NIL	NIL	NIL
OPERATOR 2, SWITCHBOARD	0	4	100%	0	3	100%	NIL	NIL	- 25.0%	- 1	- 25.0%	- 1
OPERATOR 1, REPRODUCTION	1	0	0%	1	0	0%	NIL	NIL	NIL	NIL	NIL	NIL
OPERATOR 2, REPRODUCTION	4	0	0%	4	0	0%	NIL	NIL	NIL	NIL	NIL	NIL
OPERATOR 3, REPRODUCTION	1	0	0%	1	0	0%	NIL	NIL	NIL	NIL	NIL	NIL
COMPUTER OPERATOR 1	0	0	0%	1	0	0%	100.0%	1	NIL	NIL	NIL	NIL
COMPUTER OPERATOR 2	3	1	25%	2	1	33%	- 25.0%	- 1	- 25.0%	- 1	- 25.0%	- 1
TECHNICIAN 1	1	2	66%	1	1	50%	NIL	NIL	- 33.3%	- 1	- 33.3%	- 1
TECHNICIAN 2	17	13	43%	20	9	31%	10.0%	3	- 13.3%	- 4	- 13.3%	- 4
TECHNICIAN 3	21	10	32%	23	11	32%	6.4%	2	3.2%	1	3.2%	1
TECHNOLOGIST 2	10	3	23%	10	3	23%	NIL	NIL	NIL	NIL	NIL	NIL
TECHNOLOGIST 3	3	1	25%	3	1	25%	NIL	NIL	NIL	NIL	NIL	NIL

THE GEORGE BROWN COLLEGE OF APPLIED ARTS & TECHNOLOGY

GEORGE BROWN COLLEGE
SUPPORT STAFF BY JOB CLASSIFICATION

02

JAN. 31/81

JAN. 31/82

JAN. 31/81 TO JAN. 31/82

CHANGES WITHIN CLASSIFICATION

MALES

FEMALES

CLASSIFICATION	MALE	FEMALE	% FEMALE	MALE	FEMALE	% FEMALE	CHANGE IN %	CHANGE IN NUMBER	CHANGE IN %	CHANGE IN NUMBER
LIBRARY TECHNICIAN 1	4	8	66%	4	8	66%	NIL	NIL	NIL	NIL
LIBRARY TECHNICIAN 2	1	5	83%	1	4	80%	NIL	NIL	- 16.7%	- 1
DRIVER	2	0	0%	2	0	0%	NIL	NIL	NIL	NIL
BUS DRIVER	3	0	0%	3	0	0%	NIL	NIL	NIL	NIL
STATIONARY ENGR 4TH CLASS	3	0	0%	3	0	0%	NIL	NIL	NIL	NIL
CARETAKER 1	0	4	100%	0	4	100%	NIL	NIL	NIL	NIL
CARETAKER 3	74	1	1%	71	1	1%	- 4.0%	- 3	NIL	NIL
CARETAKER 4	11	0	0%	10	0	0%	- 9.1%	- 1	NIL	NIL
CARETAKER 5	3	0	0%	3	0	0%	NIL	NIL	NIL	NIL
CARETAKER 6	4	0	0%	4	0	0%	NIL	NIL	NIL	NIL
CLERK 1, SUPPLY	0	5	100%	0	5	100%	NIL	NIL	NIL	NIL
CLERK 2, SUPPLY	10	2	16%	11	2	15%	8.3%	1	NIL	NIL
CLERK 3, SUPPLY	5	0	0%	5	0	0%	NIL	NIL	NIL	NIL
CLERK 4, SUPPLY	2	0	0%	2	0	0%	NIL	NIL	NIL	NIL
MAINTENANCE HANDYMAN	10	0	0%	10	0	0%	NIL	NIL	NIL	NIL
TRADESMAN JOURNEYMAN 1	12	0	0%	8	0	0%	- 33.4%	- 4	NIL	NIL
TRADESMAN JOURNEYMAN 2	4	0	0%	5	0	0%	25.0%	1	NIL	NIL
NURSERY SCHOOL ASSISTANT	0	4	100%	0	5	100%	NIL	NIL	25.0%	1
NURSERY SCHOOL LEADER	0	1	100%	0	1	100%	NIL	NIL	NIL	NIL
NURSE, HEALTH CENTRE	0	8	100%	0	8	100%	NIL	NIL	NIL	NIL
SENIOR NURSE, HEALTH CENT	0	1	100%	0	1	100%	NIL	NIL	NIL	NIL
SUPPORT SERVICES OFFICER 1	0	2	100%	0	1	100%	NIL	NIL	- 50.0%	- 1

GEORGE BROWN COLLEGE
SUPPORT STAFF BY JOB CLASSIFICATION

03

JAN. 31/81

JAN. 31/82

JAN. 31/81 TO JAN. 31/82

CHANGES WITHIN CLASSIFICATION

MALES

FEMALES

CLASSIFICATION	MALE	MALE	% FEMALE	MALE	MALE	% FEMALE	CHANGE IN %	CHANGE IN NUMBER	CHANGE IN %	CHANGE IN NUMBER
SUPPORT SERVICES OFFICER 2	0	1	100%	0	1	100%	NIL	NIL	NIL	NIL
SUPPORT SERVICES OFFICER 3	0	1	100%	0	1	100%	NIL	NIL	NIL	NIL
SUPPORT SERVICES OFFICER 4	3	5	62%	3	6	66%	NIL	NIL	12.5%	1
PROGRAMMER 2	0	1	100%	2	2	50%	200.0%	2	100.0%	1
PROGRAMMER 3	1	0	0%	1	0	0%	NIL	NIL	NIL	NIL
PROGRAMMER ANALYST 1	0	0	0%	1	0	0%	100.0%	1	NIL	NIL
PROGRAMMER ANALYST 2	0	0	0%	1	0	0%	100.0%	1	NIL	NIL
PROGRAMMER ANALYST 3	4	0	0%	8	0	0%	100.0%	4	NIL	NIL
TOTALS	227	240	51%	231	232	49%	0.8%	4	- 1.7%	- 8

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SOURCE: EMPLOYEE INFORMATION SYSTEM
SUPPORT STAFF ON LONG TERM DISABILITY AND MATERNITY LEAVE ARE INCLUDED IN THEIR REGULAR CLASSIFICATIONS

GEORGE BROWN COLLEGE
ADMINISTRATION BY STAFF POSITION

01

JAN. 31/01

JAN. 31/82

JAN. 31/61 TO JAN. 31/62

CHANGES WITHIN POSITION

STAFF POSITION	MALE			FEMALE			MALES		FEMALES	
	MALE	FEMALE	% FEMALE	MALE	FEMALE	% FEMALE	CHANGE IN %	CHANGE IN NUMBER	CHANGE IN %	CHANGE IN NUMBER
PRESIDENT	1	0	0%	1	0	0%	0%	0	NIL	NIL
VICE PRESIDENT	3	0	0%	3	0	0%	0%	0	NIL	NIL
CONSULTANT	1	0	0%	0	0	0%	-100.0%	-1	NIL	NIL
DEAN	10	0	0%	9	0	0%	-10.0%	-1	NIL	NIL
PRINCIPAL	1	0	0%	1	0	0%	0%	0	NIL	NIL
DIRECTOR	10	4	28%	10	2	16%	0%	0	-14.3%	-2
CHAIRMAN	30	5	16%	32	4	11%	5.3%	2	-5.5%	-2
ASSISTANT	2	4	66%	2	4	66%	0%	0	NIL	NIL
MANAGER	16	2	11%	18	1	5%	11.2%	2	-5.6%	-1
OFFICER	3	12	80%	3	9	75%	0%	0	-20.0%	-3
BURSAR	1	0	0%	0	0	0%	-100.0%	-1	NIL	NIL
ANALYST	1	0	0%	0	0	0%	-100.0%	-1	NIL	NIL
ADMINISTRATOR	2	0	0%	2	0	0%	0%	0	NIL	NIL
COORDINATOR	1	1	50%	1	1	50%	0%	0	NIL	NIL
SUPERVISOR	2	2	50%	2	2	50%	0%	0	NIL	NIL
SPECIALIST	3	0	0%	1	1	50%	-66.7%	-2	33.3%	1
ACCOUNTANT	2	1	33%	2	1	33%	0%	0	NIL	NIL
BUYER	3	0	0%	2	1	33%	-53.4%	-1	53.3%	1
PROGRAMMER	1	1	50%	0	0	0%	-50.0%	-1	-50.0%	-1
SECRETARY	0	9	100%	0	10	100%	0%	0	11.1%	1
SPECIAL POSITION	0	0	0%	0	1	100%	0%	0	100.0%	1

GEORGE BROWN COLLEGE
ADMINISTRATION BY STAFF POSITION

02

JAN. 31/81

JAN. 31/82

JAN. 31/81 TO JAN. 31/82

CHANGES WITHIN POSITION

MALES

MALES

FEMALES

STAFF POSITION	MALE	FEMALE	% FEMALE	MALE	FEMALE	% FEMALE	CHANGE IN %	CHANGE IN NUMBER	CHANGE IN %	CHANGE IN NUMBER
TOTALS	93	42	31%	89	37	27%	- 2.9%	- 4	- 3.7%	- 5

SOURCE: EMPLOYEE INFORMATION SYSTEM
ADMINISTRATIVE STAFF ON LONG TERM DISABILITY AND MA TERNITY LEAVE ARE INCLUDED IN THEIR REGULAR POSITIONS

GEORGE BROWN COLLEGE
SALARY RANGES FOR FULL-TIME EMPLOYEES

Salary Ranges	1980		1981		Percentage Composition of Females within Salary Range	
	Male	Female	Male	Female	1980	1981
\$ 5,000 - \$ 9,999	0	3	-	-	100%	-
\$ 10,000 - \$ 14,999	145	208	15	110	59%	88%
\$ 15,000 - \$ 19,999	83	66	141	88	44%	38%
\$ 20,000 - \$ 24,999	85	61	68	45	42%	40%
\$ 25,000 - \$ 29,999	150	107	76	56	42%	42%
\$ 30,000 - \$ 34,999	231	105	228	98	31%	30%
\$ 35,000 - \$ 39,999	36	9	151	107	20%	41%
Over \$40,000	20	1	42	1	5%	2%
Total	750	560	721	505		

Source: O.C.I.S. Staff System, Flextab Report Sets 1091, 1095, 1096, 1097, February 9, 1982.

GEORGE BROWN COLLEGE
SALARY RANGES OF FULL-TIME FACULTY

Salary Ranges	1980		1981		Percentage Composition of Females within Salary Range	
	Male	Female	Male	Female	1980	1981
\$ 12,000 - \$ 12,999	1	0	-	-	0%	-
\$ 16,000 - \$ 19,999	10	22	-	-	69%	-
\$ 20,000 - \$ 24,999	54	48	16	21	47%	57%
\$ 25,000 - \$ 29,999	133	95	48	37	42%	44%
\$ 30,000 - \$ 34,999	218	101	212	95	32%	31%
\$ 35,000 - \$ 39,999	8	1	138	991	11%	42%
Total	424	267	414	252		

Source: O.C.I.S. Staff System, Flextab Report Sets 1096, 1097, February 9, 1982.

† Note: The apparent significant increase in females within this salary range is due to recent collective bargaining settlements. Faculty in the \$30,000-\$34,999 range received salary adjustments moving them into higher levels. As a result, the percentage composition of females in the highest salary range has increased significantly from 11% in 1980 to 42% in 1981.

GEORGE BROWN COLLEGE
SALARY RANGES FOR FULL-TIME SUPPORT STAFF

Salary Ranges	1980		1981		Percentage Composition of Females within Salary Range	
	Male	Female	Male	Female		
\$ 5,000 - \$ 9,999	0	3	-	-	100%	-
\$ 10,000 - \$ 14,999	143	205	15	110	59%	88%
\$ 15,000 - \$ 19,999	62	25	139	78	29%	36%
\$ 20,000 - \$ 23,999	14	6	39	12	30%	24%
\$ 24,000 - \$ 29,999	-	-	17	15	-	47%
Over \$ 30,000	-	-	1	-	-	0%
Total	219	239	211	215		

Source: O.C.I.S. Staff System, Flextab Report Sets 1091, 1095, February 9, 1982.

GEORGE BROWN COLLEGE
SALARY RANGES OF ADMINISTRATIVE STAFF (HAY-RATED)

Salary Ranges	1980		1981		Percentage Composition of Females within Salary Range	
	Male	Female	Male	Female	1980	1981
\$ 10,000 - \$ 14,999	1	2	-	-	67%	-
\$ 15,000 - \$ 19,999	11	20	2	10	65%	83%
\$ 20,000 - \$ 24,999	17	7	13	12	29%	48%
\$ 25,000 - \$ 29,999	17	12	11	4	41%	27%
\$ 30,000 - \$ 34,999	13	4	15	4	24%	21%
\$ 35,000 - \$ 39,999	28	8	13	8	22%	38%
Over \$40,000	20	1	42	1	5%	2%
Total	107	54	96	39		

Source: O.C.I.S. Staff System, Flextab Report Sets 1091, 1095, February 9, 1982.

SECTION IV

STUDENT DISTRIBUTION
TABLES

GEORGE BROWN COLLEGE
ENROLLMENT BY STUDENT TYPE AND SEX
FALL 1981

Student Type	Male		Female		Total
	Actual	Per Cent	Actual	Per Cent	
Post-Secondary ¹	2,063	48.83%	2,162	51.17%	4,225
Adult Training ²	1,842	60.63%	1,196	39.36%	3,038
Apprenticeship ²	731	92.41%	60	7.58%	791
Total	4,636	57.56%	3,418	42.44%	8,054

Source: ¹ O.C.I.S. Student System Report S274, April 1982 Fall 1981, Full-Time Post-Secondary Enrollment By Sex By Program.

- ² Special request to Registrar's Office for analysis of Student Current Registration file and selected records from History Tape for September 1981.
- i) Monthly Report of Enrollment in Adult Training SR011A.
 - ii) Monthly Report of Enrollment of Fee-Payers in Short Programs SR013A.
 - iii) Monthly Report of Enrollment of Apprentice Training Programs SR016A.

Note: Post-Secondary Data are representative of number of students on New Records System as of November 1, 1981.
Adult Training and Apprenticeship data are representative of activity during the month of September 1981.

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 GEORGE BROWN COLLEGE
 POST-SECONDARY PROGRAM COMPARISONS
 MEN - WOMEN - 1977 - 1981

	Nov. 77		Sept. 78		Sept. 79		Nov. 80		Sept. 81	
	M	F	M	F	M	F	M	F	M	F
COMMUNITY SERVICES										
Child Care Worker	14	73	15	63	18	76	16	90	7	97
Addiction Counselor	10	14	11	8	4	28	3	25	9	30
Early Childhood Education	4	112	3	107	2	98	1	119	3	124
Community Worker	10	12	2	10	6	14	7	13	5	18
Total	38	211	31	188	30	216	27	247	24	269
Percentage of Women in Division	84.74%		85.84%		87.80%		90.15%		91.81%	
HOSPITALITY										
Culinary Management	17	8	37	23	63	40	80	73	70	62
Food and Beverage Management	10	15	19	22	19	26	33	29	42	32
Hotel Management	31	18	44	38	38	46	64	55	82	63
Chef Training (Pre-Employment) ¹	-	-	-	-	-	-	-	-	31	15
Total	58	41	100	83	120	112	177	157	225	172
Percentage of Women in Division	41.41%		45.36%		48.28%		47.01%		43.32%	
ARCHITECTURAL TECHNOLOGY										
Construction Engineering Technology*	-	-	-	-	-	-	-	-	11	0
Civil Engineering Technology*	-	-	-	-	-	-	-	-	32	2
Stationary Power Plant Engineering*	-	-	-	-	-	-	-	-	16	1
Air Conditioning	52	2	58	1	57	0	53	1	72	0
Survey Technician	15	0	10	2	14	2	13	1	8	2
Construction Technician	40	0	43	0	38	0	39	2	40	0
Drafting Technician - Architectural	82	20	78	18	80	17	90	16	85	17
Drafting Technician - General	15	3	17	4	23	5	26	6	19	10
Civil Engineering Technician	39	3	42	0	45	2	42	1	20	0
Survey Technologist	5	0	11	0	7	2	13	1	8	0
Tool & Die Design Technician	16	0	17	0	38	1	49	3	46	2
Piano Technician	5	8	14	11	9	4	17	4	15	4
Mechanical Drafting Design Technician	-	-	23	2	36	6	40	4	56	8
Total	269	36	313	38	347	39	382	39	428	46
Percentage of Women in Division	11.80%		10.83%		10.10%		9.26%		9.70%	
GRAPHIC ARTS										
Printing Technician*	-	-	-	-	-	-	-	-	28	4
Printing Technologist	106	13	120	15	114	12	106	16	84	13
Graphic Design	80	67	71	74	94	98	109	139	121	150
Total	186	80	191	89	208	110	229	156	233	167
Percentage of Women in Division	30.08%		31.79%		34.59%		40.52%		41.75%	

* New Programs

1 Program was only recently approved as Post-Secondary but was offered previously.

GEORGE BROWN COLLEGE
POST-SECONDARY PROGRAM COMPARISONS (CONT'D.)
MEN - WOMEN - 1977 - 1981

	Nov. 77		Sept. 78		Sept. 79		Nov. 80		Sept. 81	
	M	F	M	F	M	F	M	F	M	F
ELECTRO-MECHANICAL										
Design Technician Electrical	5	1	6	1	14	1	16	1	21	0
Electrical Technician	48	1	53	0	42	0	55	0	44	1
Electrical Technologist	7	0	31	1	40	0	29	1	52	0
Electronic Technician	67	0	77	0	81	1	97	1	105	1
Electronic Technologist	42	0	59	0	47	0	48	0	54	1
Acoustics Technician	19	1	22	0	23	2	27	2	21	1
Toolmaking Technician	30	1	34	0	51	0	80	0	131	0
Welding Specialist	20	0	19	0	18	0	18	0	20	0
Industrial Instrumentation Technician	19	1	20	1	33	1	46	0	36	1
Industrial Instrumentation Technologist	11	0	13	0	16	2	9	1	8	0
Total	268	5	334	3	365	7	425	6	492	5
Percentage of Women in Division	1.83%		0.89%		1.88%		1.39%		1.01%	
HEALTH SCIENCE										
Chiroprody*	-	-	-	-	-	-	-	-	12	11
Dental Technology	37	10	38	13	41	12	39	18	40	21
Denture Therapist	39	2	38	3	40	5	43	5	40	7
Orthotics-Prosthetics Technician	18	15	17	9	21	13	28	4	28	7
Clinical Methods in Orthotics-Prosthetics	-	-	-	-	4	1	12	3	12	3
Dental Assistant	0	40	0	38	0	48	0	48	1	61
Dental Hygienist	2	48	0	36	0	36	0	38	0	36
Dental Hygienist (Expanded Duty)	0	15	-	-	-	-	0	18	0	21
Fitness	22	22	24	31	24	37	24	42	23	40
Nursing	19	515	18	423	27	444	32	533	32	496
Post-Diploma Nursing ²	-	-	-	-	-	-	-	-	1	81
Total	137	667	135	553	157	596	174	713	189	784
Percentage of Women in Division	82.96%		80.38%		79.15%		80.38%		80.58%	
FASHION TECHNOLOGY										
Creative Fashion	5	78	5	99	9	104	11	106	9	101
Apparel Management	11	24	5	29	6	25	7	36	10	29
Furniture Production and Design	35	5	36	3	48	3	46	10	42	7
Jewellery Arts	17	24	13	28	15	32	17	30	21	32
Watchmaking	31	6	35	7	47	11	40	5	29	3
Jewellery Repair	1	0	2	0	1	2	3	4	0	0
Commercial Ceramics	-	-	-	-	0	7	3	18	4	16
Total	100	137	96	166	126	184	127	209	115	188
Percentage of Women in Division	57.81%		63.36%		59.35%		62.20%		62.05%	

* New Program

² Records for Post-Diploma Nursing Programs were previously not available.

GEORGE BROWN COLLEGE
POST-SECONDARY PROGRAM COMPARISONS (CONT'D.)
MEN - WOMEN - 1977 - 1981

	Nov. 77		Sept. 78		Sept. 79		Nov. 80		Sept. 81	
	M	F	M	F	M	F	M	F	M	F
BUSINESS AND COMMERCE										
Electronic Data Processing†	-	-	-	-	-	-	-	-	16	12
Marketing†	-	-	-	-	-	-	-	-	20	15
Physical Distribution†	-	-	-	-	-	-	-	-	11	3
Business Diploma Insurance†	-	-	-	-	-	-	-	-	31	10
Executive Receptionist*	-	-	-	-	-	-	-	-	0	9
Secretarial Science	4	132	1	137	4	132	3	145	1	107
Business	218	131	216	154	232	180	260	187	172	148
Residential Construction Management	33	0	34	1	32	1	12	0	10	0
Residential Property Management	15	4	16	4	19	6	21	9	23	5
Sales	3	1	-	-	4	0	2	0	3	6
Stenomask	0	10	0	7	1	9	0	8	0	12
Court Reporting	0	7	1	27	2	29	0	12	5	19
Word Processing	-	-	-	-	0	11	1	38	0	56
Medical Dicta-Typist	-	-	0	3	0	2	0	3	0	6
Accounting†	-	-	-	-	-	-	-	-	17	28
Word Processing Operator*	-	-	-	-	-	-	-	-	0	20
Total	273	285	268	333	294	370	299	402	309	456
Percentage of Women in Division	51.08%		55.41%		55.72%		57.35%		59.61%	
ENGLISH AND LIBERAL STUDIES										
Theatre Arts	14	14	16	15	19	19	20	18	15	19
Dance Training	-	-	-	-	0	5	10	11	11	17
Total	14	14	16	15	19	24	30	29	26	36
Percentage of Women in Division	50.00%		48.39%		55.81%		49.15%		58.06%	
MATHEMATICS AND SCIENCE										
Pre-Health Sciences ³	-	-	-	-	-	-	-	-	5	38
Energy Conversion Technology*	-	-	-	-	-	-	-	-	17	1
Total	-	-	-	-	-	-	-	-	22	39
Percentage of Women in Division	-		-		-		-		63.93%	

* New Programs

† These programs were previously classified under the Business program. As a result of identifying students in the separate Business options, the values for the Business program appear to have fallen.

³ Program was only recently approved as Post-Secondary but was offered previously.

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 GEORGE BROWN COLLEGE
 MANPOWER AND TUITION SHORT COMPARISONS
 MEN - WOMEN - 1977 - 1981

	Nov. 77		Sept. 78		Sept. 79		Nov. 80		Sept. 81	
	M	F	M	F	M	F	M	F	M	F
COMMUNITY SERVICES										
Nursery Aide	1	25	0	36	1	35	1	24	1	20
Basic Job Readiness Training	15	30	14	23	14	22	10	30	18	25
Orientation to Homemakers	0	16	-	-	-	-	-	-	0	17
Industrial Orientation	25	14	11	12	13	9	19	16	26	20
Rehabilitation through Education	-	-	17	12	-	-	-	-	-	-
Total	41	85	42	8	28	66	30	70	45	82
HOSPITALITY										
Baking Techniques	5	7	15	10	15	22	18	19	14	16
Retail Meat Cutting	20	1	44	0	28	3	24	1	40	3
Hotel Front Office Reception	6	9	8	11	10	13	5	15	10	7
Dining Room Services	5	5	9	7	9	5	8	5	4	3
Food Preparation - Basic	16	14	39	28	29	24	30	12	36	16
Food Preparation - Advanced	-	-	-	-	-	-	13	6	7	10
Bartending	10	4	17	5	29	15	27	26	17	22
Total	62	40	132	61	120	82	125	84	128	77
ARCHITECTURAL TECHNOLOGY										
Drafting	11	5	32	13	31	12	28	12	31	15
Heating Technician	14	0	15	0	14	0	20	0	14	0
Gas Fitter	12	0	20	0	32	1	46	0	36	0
Refrigeration and Air Conditioning	51	1	53	1	54	0	61	0	52	1
Appliance Servicing	49	2	49	1	22	0	53	0	51	0
Stationary Engineering	55	0	62	0	57	0	55	1	53	1
Carpentry General	36	4	67	2	58	4	58	6	83	10
Masonry	-	-	11	0	13	0	-	-	23	0
Mechanical Engineering - Drafting	-	-	14	1	17	3	17	4	21	2
Drafting (Process Piping)	-	-	-	-	-	-	-	-	11	1
Total	228	12	323	18	298	20	338	23	375	30
GRAPHIC ARTS										
Screen Process Printing	10	6	11	11	10	11	8	10	10	12
Offset Printing	44	11	48	9	55	15	43	8	48	18
Commercial Art	27	10	19	25	22	21	7	15	19	17
Signwriting	14	6	25	13	29	9	25	15	24	13
Total	95	33	103	58	116	56	83	48	101	60
ENGLISH AND LIBERAL STUDIES										
English as a Second Language	-	-	-	-	-	-	383	316	360	318
Total	-	-	-	-	-	-	383	316	360	318

GEORGE BROWN COLLEGE
MANPOWER AND TUITION SHORT COMPARISONS (CONT'D)
MEN - WOMEN - 1977 - 1981

	Nov. 77		Sept. 78		Sept. 79		Nov. 80		Sept. 81	
	M	F	M	F	M	F	M	F	M	F
ELECTRO-MECHANICAL										
Electronics Video Tape Recorder	-	-	-	-	-	-	-	-	11	0
Machine Shop Practice	27	1	40	2	43	1	55	3	61	3
Welder Fitter	71	1	103	5	100	2	102	3	104	4
Instrumentation Mechanic	14	0	26	0	32	0	17	1	10	1
Industrial Electronics	-	-	-	-	18	1	16	0	3	0
Electronics - Basic Skills	-	-	-	-	-	-	1	0	2	0
Audio Equipment & Systems	-	-	10	1	12	2	29	2	33	1
Digital Equipment & Systems	-	-	12	1	36	3	79	9	77	8
Electronics - Radio, HI-FI	54	2	17	0	21	0	13	0	6	0
Business Equipment Servicing	43	3	33	3	26	1	30	2	18	2
Welder Operator	-	-	-	-	-	-	-	-	0	1
Total	209	7	241	12	288	10	342	20	325	20
FASHION TECHNOLOGY										
Apparel Pattern Drafting	4	22	3	37	4	28	0	26	5	37
Dressmaking	0	21	0	24	1	17	0	24	1	17
Industrial Power Sewing	0	46	1	48	2	41	1	39	17	20
Fur, Leather and Suede	5	7	11	8	8	8	5	13	14	7
Furniture Refinishing and Repair	20	4	20	9	23	10	21	5	25	9
Furniture Upholstery	38	12	55	19	40	17	44	18	40	17
Jewellery Precious Metal Grinding	-	-	11	9	4	5	5	6	9	1
Total	67	112	101	154	82	126	76	131	111	108
BUSINESS & COMMERCE										
Clerk-Typist (30 weeks)	1	120	1	190	2	131	2	134	0	81
Accounting Assistant	-	-	-	-	-	-	2	0	2	5
Commercial Refresher	0	13	1	26	0	19	0	11	0	8
Clerk-Typist (40 weeks)	-	-	-	-	-	-	0	21	0	10
Bookkeeping Typist	-	-	-	-	-	-	12	79	15	37
Data Entry Operator	0	17	2	45	1	48	0	74	1	46
Secretary Machine Tapes	-	-	-	-	-	-	0	3	1	17
Secretary - Shorthand	-	-	-	-	-	-	0	25	2	14
Word-Processing Operator	-	-	-	-	-	-	-	-	0	10
Junior Programmer	-	-	-	-	-	-	-	-	39	16
Total	1	150	4	261	3	198	16	347	60	244
ACADEMIC UPGRADING										
Level I	17	11	6	6	10	5	5	4	10	10
Level II	63	51	47	54	68	61	38	46	44	33
Level III	111	111	155	120	172	155	153	153	189	173
Level IV	16	6	64	45	43	35	30	31	31	35
Total	207	179	272	225	293	256	226	234	274	251

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 GEORGE BROWN COLLEGE
 MANPOWER AND TUITION SHORT COMPARISONS (CONT'D)
 MEN - WOMEN - 1977 - 1981

	Nov. 77		Sept. 78		Sept. 79		Nov. 80		Sept. 81	
	M	F	M	F	M	F	M	F	M	F
T.I.B.I.										
Advanced Post Office	-	-	-	-	-	-	-	-	10	1
Straight Truck Driver	8	1	19	1	28	2	-	-	17	2
Tractor Trailer Driver	28	0	30	1	39	3	27	1	20	0
Total	36	1	49	2	67	5	27	1	47	3
Total of All Programs	946	619	1267	799	1295	819	1646	1274	1826	1193
Percentage of Women in Manpower and Tuition Short Programs	39.55%		38.67%		38.74%		43.63%		39.52%	

GEORGE BROWN COLLEGE
APPRENTICESHIP COMPARISONS
MEN - WOMEN - 1977 - 1981

	Nov. 77		Sept. 78		Sept. 79		Nov. 80		Sept. 81	
	M	F	M	F	M	F	M	F	M	F
Baker	10	6	15	4	16	4	16	1	5	2
Cook Training	57	9	62	5	45	11	41	11	59	9
Retail Meat Cutter	6	0	6	1	1	0	-	-	3	0
Barber	5	16	10	11	9	9	4	16	5	17
Hairdresser	8	18	12	20	5	23	1	24	2	29
Brick and Stone Mason	48	0	24	0	23	0	30	0	27	0
Plumber	68	0	70	0	68	0	57	1	58	0
Refrigeration and Air Conditioning	34	0	33	0	38	0	39	0	36	0
Sheet Metal Worker	49	0	46	0	35	0	37	0	25	0
Steam Fitter	34	0	37	0	32	0	38	0	33	0
Glazier & Metal Mechanic	9	0	16	0	14	0	16	0	16	0
Sprinkler & Fire Protection	38	0	14	0	18	0	8	0	18	0
General Carpentry	59	0	63	0	51	0	41	0	39	0
Lather	-	-	-	-	-	-	-	-	3	0
Electrical	139	0	117	0	118	1	124	1	132	1
Industrial Electronic Control	32	0	28	0	23	0	26	0	21	0
Ironworker	32	0	44	0	38	0	32	0	35	2
Machinist	39	0	35	0	39	0	42	0	54	0
Millwright	96	0	99	0	90	0	104	0	94	0
Tool & Die Maker	19	0	19	0	34	0	38	0	34	0
Fitter Structural Steel Plate	11	0	9	0	11	0	18	0	32	0
Total	793	49	759	41	708	48	712	54	731	60
Percentage of Women in Apprenticeship	5.82%		5.13%		6.35%		7.05%		7.59%	